

**[Advancing Diversity and Inclusion in Higher Education:
Key Data Highlights Focusing on Race and Ethnicity and Promising Practices](#)**

U.S. Department of Education

See pages 41-44: Inclusive Campus Climate

“The following areas of focus encompass practices that research suggests can help advance diversity and inclusion on college campuses:

...Inclusive Campus Climate: **Students report less discrimination and bias at institutions where they perceive a stronger institutional commitment to diversity.** Institutions are encouraged to develop and **facilitate programming to increase the cultural competency of leadership, faculty, staff, and students.** Institutions are also encouraged to **perform an assessment of their campus climate** related to diversity in order to identify areas for improvement. Many institutions include cultural competency training in new student orientation and require that students take coursework in diversity as freshmen. **Cultural and socio-emotional support systems like personal mentoring and counseling** can help all students to thrive on campus and **are important for students who do not comprise a racial or ethnic majority.** Institutional leaders create support systems individualized to students’ needs that are highly visible and accessible, and engage students in the decision-making process regarding campus climate. Successful institutions also **make financial support available to close the need gap for economically disadvantaged students** (see pages 41-44).”

“The campus climate can affect the success of both students and faculty.” p. 37

“Promoting diversity and inclusiveness across all levels of the institution, including the institution’s administration and faculty, can be an important way to achieve a diverse and inclusive campus climate.” p. 37

“For example, the institution could adopt a mission statement describing how the institution intends to promote student body diversity and inclusion as well as the necessary climate and conditions to do so.” p. 36

“Safe spaces that reflect students’ cultural backgrounds can help reduce feelings of isolation or alienation among students of color, and can provide a sense of meaning and validation.

Examples of institutions providing such support systems include the following:

- The [Diversity Initiatives and Resource Centers](#) at California State University-Fullerton
- Brown University operates a [Center for Students of Color](#) and a [Social Justice Peer Education Program](#)
- Santa Fe College in Florida provides multiple resources including the [Multicultural Student Center](#) and a variety of services through the [College Achievement Office](#)
- The University at Albany has established the [Office of Intercultural Student Engagement](#), the [Multicultural Resource Center](#) and the [C.H.A.R.G.E Peer Educator Program](#).

Reference:

United States. Department of Education. Office of Planning, Evaluation, and Policy Development. (2016). [Advancing diversity and inclusion in higher education: Key data highlights focusing on race and ethnicity and promising practices.](#)